

Staff consultation: Proposed changes within RCU

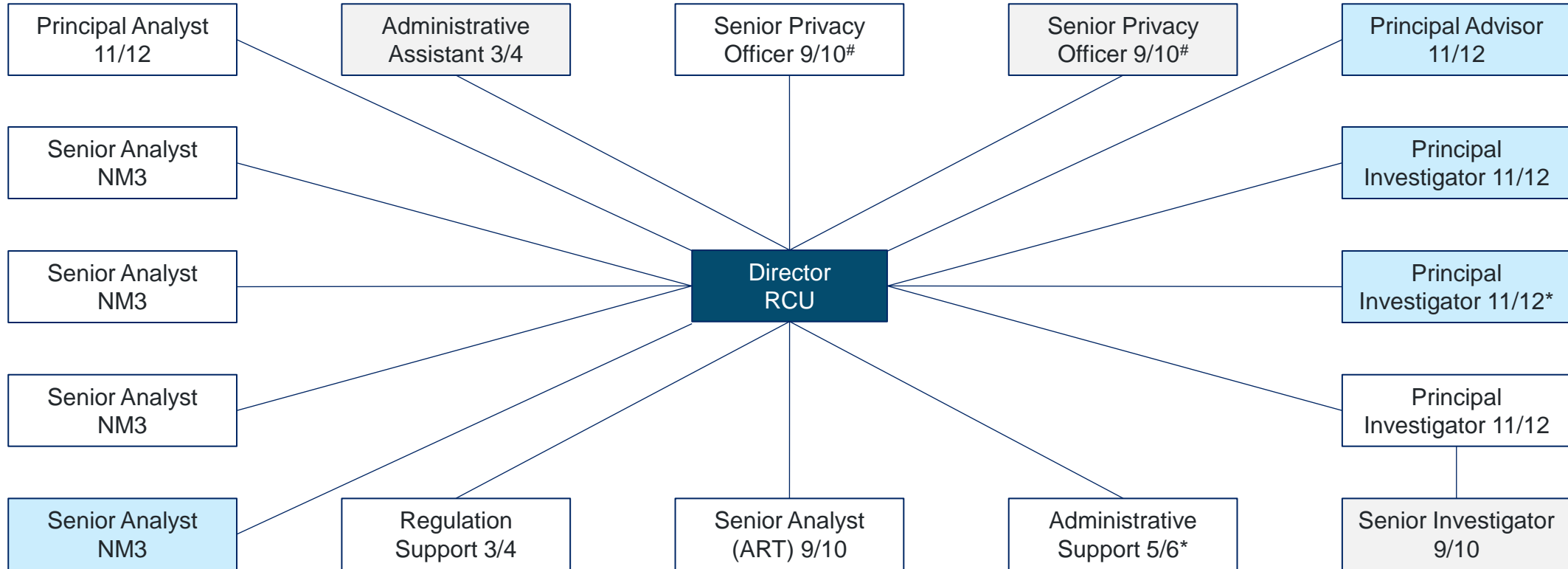
Murray Stone
Director, Regulation & Compliance Unit

February 2023

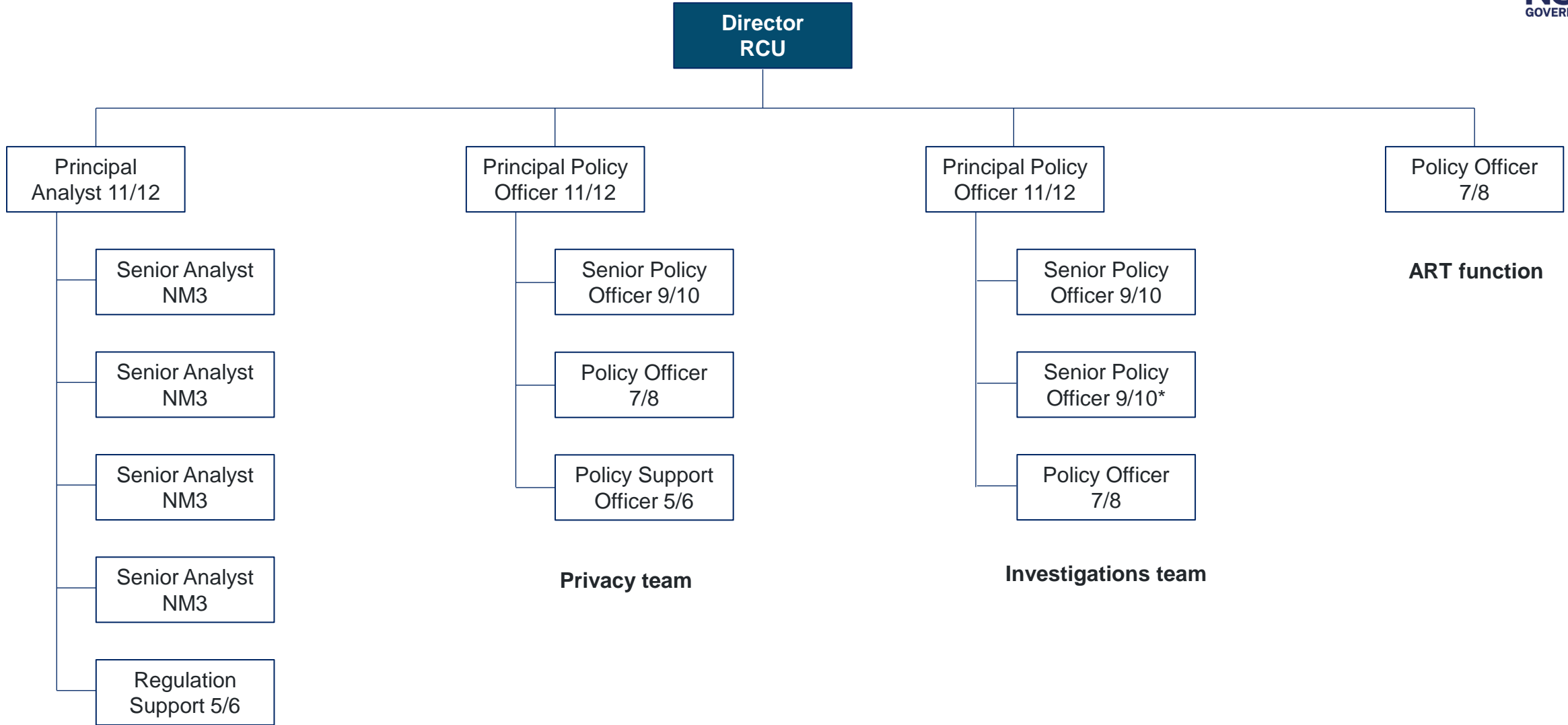
Current status

- Top-heavy structure with several ‘expert’ roles, but no devolution of people leadership. Currently, 15 of the 16 existing roles report straight to the Director.
- Substantial allocation of resources towards investigative expertise. Multiple ‘investigator’ vacancies have been carried since late-2021, as the roles have not been required in those areas.
- Noticeable increase in demand for privacy advice on complex matters, largely driven by the opportunities created through the digitalisation of records and information.
- Yet to fully optimise the ‘system manager’ function; have been ‘doing’ work on behalf of individual entities.
- Missing operational roles required to perform the ‘system manager’ function effectively.
- Significant risk associated with limited capacity, staff turnover and loss of knowledge.

Current structure



Proposed structure



Overview of the change process



1. Consultation
2. Approval to implement
3. Fill roles in accordance with the NSW Health Policy Directives:
 - *Restructuring Policy and Procedures* - Ministry of Health and
 - *Managing Excess Staff of the NSW Health Service*
4. New structure proposed to come into effect by June 2023

Now. The consultation process

Consultation process:

- Talk about it
- Think about it
- Ask questions
- Offer suggestions
- Seek clarification

Now. The consultation process



The **formal consultation** is when the proposed structure is consulted on with ongoing and temporary staff, and unions/industrial associations. You are encouraged to participate in this process.

The formal consultation period commences on Tuesday, **14 February 2023** and will go for 2 weeks, closing on **Tuesday, 28 February 2023**.

All **draft role descriptions** for proposed roles are PSC compliant and will be available for review during the consultation period.

Email any feedback, concerns and suggestions about the proposed structure and role descriptions to MOH-RCU-Consultation@health.nsw.gov.au

Implementation

Implementation is when we undertake recruitment to the roles in the new structure.

This is done in three phases, in accordance with Policy.

- **Stage 1** – Direct Appointments
- **Stage 2** – Lateral Transfer / Subsequent Assignment
- **Stage 3** – External recruitment

This recruitment strategy applies to all non-executive crown roles in the new structure.

Three stages



Stage 1

Direct Appointments

Direct appointments may be made where there are none or only minor changes to a role and no change in classification or grade. Significant changes to a role will be determined by assessing the focus capabilities and essential requirements needed to do the role.



Stage 2

Lateral Transfer (Appointments on Grade)

Where there are more affected employees than vacant roles within a grade in the new structure, an internal priority assessment process will occur.



Stage 3

External Recruitment

Vacant roles not filled through the procedures set out in Stage 1 or 2 will be externally advertised. At this stage, any staff who were not eligible for stages 1 or 2 may apply for roles. Staff who have been matched in Stage 1 may also apply for a more senior position, if they wish to do so.

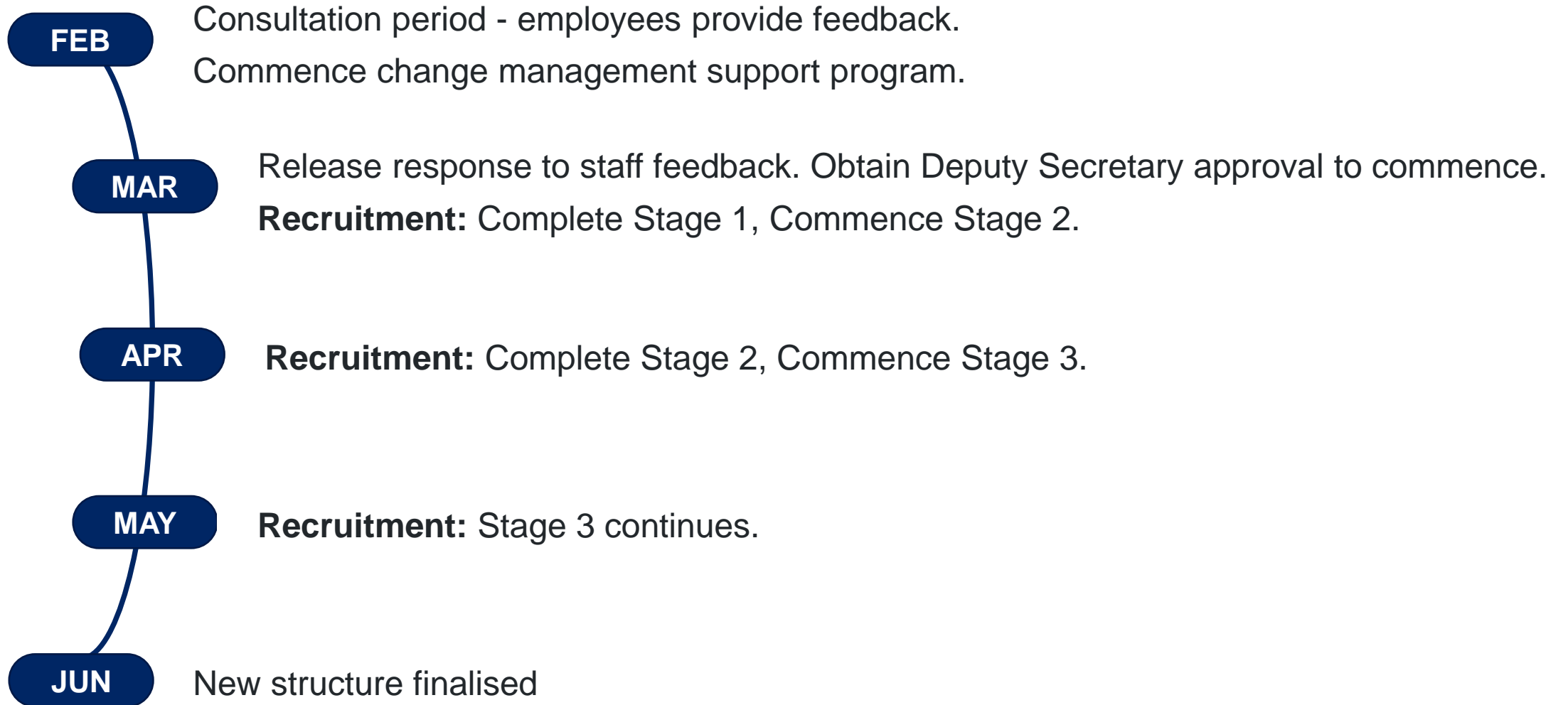
Support for staff



We are here to support you through the proposed changes.

- In the first instance, contact Murray Stone, Director, Regulation & Compliance Unit, for further information.
- The Employee Assistance Program offers a free, confidential counselling service www.convergeinternational.com.au or call 1300 687 327
- To discuss any HR related issues or matters, including policy queries or your circumstances, please contact:
 - Nina Gavan, Senior HR Business Partner
 - Chelsea Starkey, Associate Director, People & Culture
- Public Service Association (PSA)

Indicative timeline



Key contacts



- Murray Stone, Director, Regulation & Compliance Unit
- Your HR representative:
 - Nina Gavan, Senior HR Business Partner
 - Chelsea Starkey, Associate Director, People & Culture
- Union (PSA) membershipsupport@psa.asn.au
- Employee Assistance Program 1800 337 068 or <https://www.convergeinternational.com.au/cvi/about-us/contact-us/make-an-eap-booking>

Next steps

- The consultation period runs from **Tuesday, 14 February 2023** to **Tuesday, 28 February 2023**.
- Further information including today's presentation, change management plan, draft role descriptions and FAQs will be available in the RCU MS Teams channel.
- Speak with your Director to clarify any questions you may have about the proposal.
- Provide any feedback **by Tuesday, 28 February 2023** to MOH-RCU-Consultation@health.nsw.gov.au
- All feedback will be considered and assessed, and the final structure will need to be approved by the Deputy Secretary, People, Culture & Governance.